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A-6F Is A Roaring Success On First Flight

CALVERTON, L.I. — Decked out in a red, white and blue paint job, the first A-6F Intruder prototype received high marks on its maiden flight here on Wednesday, August 26.

At about 9:30 in the morning, Grumman test pilot Gary Hentz and bombardier/navigator Dave Goulette roared off the Calverton runway under the power of the Intruder's new General Electric engines. The plane's thundering engines nearly muffled the applause and cheers of the hundred or so Grummanites who watched from the flight line.

During the flight, the new plane performed without flaw as it hit an airspeed of 300 knots and reached an altitude of 25,000 feet. The only hitch was some short breaks in the transmission of data between the plane and the Automated Telemetry Station in Building 7. That cut the flight short a couple of minutes.

"The people who worked on it have to be congratulated," said Dan Collins, A-6 program vice president. "For a first flight of a new model, the plane was really clean. We did have some problems with the telemetry signal but the plane was perfect. Think about it. It was a dull flight and that is the best thing that could happen to a new aircraft."

"We were very happy there were no surprises," said Dick Feyk, A-6F program director. "The next big milestone will be the first flight of the second prototype in November."

Grumman began working on this advanced Intruder program for the Navy in 1984. The company has a no-profit, fixed price contract worth nearly \$500 million to build five prototypes. The last will be finished next June. If the A-6F goes into production — and that is now in the hands of Congress — it will be the most advanced all-weather attack aircraft in the Navy and Marine inventory.

The first prototype was built to test the airworthiness of the A-6F, which has several subtle external differences from the A-6E.

For example, the "cheeks" — the engine air intakes — are more pronounced on the A-6F. The new plane also has a slightly different nose and several additional air scoops.

Prototype No. 1 does not have the advanced radar and weapon systems that the production A-6F will have. Those systems will be tested on later prototypes.

No. 1 does have the new General Electric F404 engines, the same engines used on the X-29. They make a difference.

"When we were climbing at full power, the A-6E chase plane was

starting to drift behind us," Hentz said. "Otherwise, it handles like an A-6."

During the post-flight debriefing, Hentz added that the plane had the same feel that the engineers had predicted and put into the A-6F simulator.

The first flight had been originally scheduled for the day before on Tuesday. The flight had to be delayed because the Automated Telemetry Station was getting poor signals from the plane and there was a power transient problem. The software engineers went to work on the plane. They found a faulty transducer, an electrical part the size of a can of tomato paste. By the time the changes were made, it was too late to fly. ■



A Happy Crew. In Calverton's briefing room, Aircraft Systems President Renso Caporali (R) congratulates Dave Goulette and Gary Hentz (L) for their successful first flight in A-6F prototype No. 1. (Photo by Karl Thoma)



Gets Its Wings. Grumman's A-6F Intruder prototype No. 1 took off on its maiden flight on Wednesday, August 26, at Calverton, L.I.. This inaugural event was also a first for pilot Gary Hentz and bombardier/navigator Dave Goulette. (Photo by Walt Hudson)

McGee Elected Vice President

Several named VPs in Grumman International

The Grumman Corporation board of directors recently elected Dana McGee vice president of Congressional Liaison-Washington Operations. McGee had been director of Legislative Liaison/Government Relations for Grumman.

For 20 years, she has been involved with government relations, political operations and congressional activities. McGee joined Grumman's Washington, D.C., staff in 1978 as assistant to the director of Public Relations. In 1983 she was



appointed director of Government Relations.

McGee reports to Gus Kinnear, senior vice president of Washington Operations.

The board of directors has also approved the elections of the following people in Grumman International: Richard Milburn, senior vice president-Washington Operations; Norio Endo, vice president-Northern Pacific Region; and Joe Tieng, vice president-Western Pacific Region.

In addition, the board has appointed Donald Kump program vice president-IFTE in the Grumman Electronics Systems Division.

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Grumman Completes Sabre II Study

A five-month study recently completed by Grumman may lead to a new fighter aircraft for the Pakistan Air Force.

The study established the feasibility of integrating U.S. engines and avionics into the Chinese-made F-7M aircraft (background). The improved aircraft, dubbed the Sabre II, (foreground) would be a cost effective replacement for 150 older Chinese-made F-6 aircraft currently in the Pakistan Air Force inventory.

The study is a cooperative effort by Grumman, Chengdu Aircraft Corporation of the People's Republic of China, China Aero Technology Import-Export Company and the Pakistan Air Force.

The Pakistanis will now determine whether to go ahead with the project, based on the cost estimates. If they give it a green light, the request for proposals (RFP) for full scale development will be issued September 30, with a contractor selected three months thereafter.

Grumman has a sole source contract for the study. But other companies will be invited to bid for the full scale development contract.

LLV Daily Rate Hits 72

"We're on schedule and the post offices love them," says Bill McLean, vice president of Grumman Allied's LLV Division.

The Long Life Vehicles are now being produced at a rate of 72 a day at the Montgomery, Pennsylvania, facility. McLean says that the goal of 95 a day will be reached by November. "As the newly hired people become more acquainted with their jobs, their efficiency level goes up and so does the production rate," says McLean.

Over 2,200 LLV's have been distributed to post offices in 48 different states. The vehicle maintenance managers in charge of the different post office fleets have been in touch with the Grumman representatives on a daily basis. "So far there have been no major problems," says McLean. "The fleet managers are very happy with the vehicles."



New Aerialcat Is Born. Grumman Emergency Products recently introduced this midship-mounted Aerialcat. This fire truck can fit through the doors of old fire stations and under bridges as low as 10 feet. In fact, it's the only ladder tower available that fits under them. The truck has a low center of gravity and offers four-man seating under the canopy. Equipped with two deck guns, the platform can put up to 1,500 gallons per minute of water on a fire. (Photo by Bob Sagliocca)

Data Systems Bids For Marine C³I Work

Grumman Data Systems Division is bidding on a contract to build a prototype of a command and control system for the U.S. Marine Corps.

Called ATACC for Advanced Tactical Air Command Central, this battle management system is a spinoff of the C³I workstation developed by Grumman and used by the Air Force's Pacific Headquarters in Hawaii. All the equipment comes housed in a portable, 8x8x20-foot shelter.

Details about a battle such as unit readiness, the enemy threat, and the best defense alternatives can be communicated instantly to the air commander on the ATACC automated displays. In turn, air support units are issued information and instructions via digital and voice communication systems.

"Instead of the commander standing near a chart marking an X with a grease pencil to plot his battle plan, automated status boards instantly provide that information," says Bill Bonner, ATACC systems engineering manager.

ATACC can tell the commander where the enemy targets are, the location of his troops in that area, and what weapons they will need. Through ATACC, the air commander can gather information, make assessments and issue orders immediately.

The shelters hold up to six crew members and come in groups of two or four. The units can be moved by ship, helicopter, or other transport aircraft and placed on the battlefield.

"There may be some more opportunities in this area in the future," says Harold LaWare, ATACC program manager. "There are a lot of military services, including foreign services, looking for this type of system."

Grumman is competing against nine other companies. If awarded the contract to build a prototype, Grumman will then bid on the production phase of the contract to build at least six ATACC systems.

Obituaries

Nicholas G. Costello of Instrumentation Test, Bethpage, Aircraft Systems Division, died August 16 at the age of 60. He had been with the company since 1966 and resided at 25 Crescent St., Hicksville, N.Y.

Lynn Nickpee of Facilities & Engineering Management, Bethpage, Corporate Services Division, died August 2 at the age of 45. She had been with the company since 1983 and resided at 65 Manchester St., Huntington, N.Y.

Leroy J. O'Toole Jr. of ILS Supply Operations Project Management, Bethpage, Aircraft Systems Division, died August 12 at the age of 64. He had been with the

company since 1963 and resided at 298 Foster Ave., Sayville, N.Y.

Martin L. Rossi of Nuclear & Astrophysics, Bethpage, Aircraft Systems Division, died August 23 at the age of 52. He had been with the company since 1959 and resided at 6003 Fairfield Way, Commack, N.Y.

Richard J. Schroeder of First Cut Saw, Bethpage, Aircraft Systems Division, died August 22 at the age of 37. He had been with the company since 1974 and resided at 30 Oakwood St., Blue Point, N.Y.

Tom Watson Sr. of Maintenance, Bethpage, Corporate Services Division, died August 13 at the age of 70. He had been with the company since 1979 and resided at 118B Martin Luther King Dr., Hempstead, N.Y.

Main Named General Manager Of Milledgeville

Tom Main has been appointed acting general manager of Milledgeville Operations in Georgia. He succeeds Tom Lahey who has resigned from Grumman to pursue other opportunities.

Milledgeville is the advanced composite manufacturing facility for Aircraft Systems.

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OUTNUMBERED BUT NOT OUTMANEUVERED.

Warsaw Pact forces outnumber Allied troops in Europe by 4 to 1. But a highly sensitive airborne radar system now being developed will turn the odds in our favor. It's Joint STARS (Surveillance Target Attack Radar System), a Grumman-led team project for the U.S. Air Force and Army. STARS will detect, classify, and target enemy fixed and moving units, allowing air and battlefield commanders to launch weapons against them. With this "electronic high ground," airborne and ground forces can effectively counter armored thrusts and attack the enemy with less manpower—and less risk. Grumman Melbourne Systems, Melbourne, FL 32901.

GRUMMAN



Spreading The Word. This is the latest advertisement for the Grumman Melbourne Systems Division's Joint STARS program. It ran in the August issues of *Army Magazine*, and *International Defense Review*. This month it will be placed in *Aviation Week* and *Jane's Defence Weekly*.

Carranza Becomes Second To Mark 50 Years At Grumman

When Ed Carranza joined Grumman, Roosevelt was in the White House, the world wasn't at war yet, and Grumman employed just a few hundred people.

The date was September 21, 1937, 50 years ago this month. Carranza is only the second person in Grumman's history to achieve half a century with the company. The other Grummanite was George Burkhardt, who retired in June 1981.

Carranza was 18 years old and fresh out of New York City's Aviation High when he went to work in Bethpage's Building 1. His first work assignment was helping to build wings for the G-21 amphibian. Several years later, Grumman opened Building 2, and Carranza went to work there building F4Fs and XF5Fs.

He spent nine months in the Army in 1944 and then returned to Grumman. "On V-J Day, 25,000 people were laid off at once," recalls Carranza. "Two days later, 3,000 were called back, including me."

He worked on experimental planes, including the TBF torpedo bomber; Grumman's first jet fighter, the F9F; the aft-swept-wing derivative of that, the F9F-6; and the XF10F, an early variable sweep wing plane that never went into production.

His more recent assignments have included the original C-2A Greyhound cargo planes, the Orbiting Astronomical Observatory

and the Lunar Module. Since the early 1970s, he has worked for the Prototype department in Building 2, helping cut and rivet structures for aircraft undergoing engineering changes.

Right now, Carranza has no retirement plans. He commutes from the same College Point, Queens, neighborhood as when he started at Grumman. Over the years, he has racked up half a million miles on the road.

"I could've gone to the moon and back," he says. ■



Historic Achievement. Ed Carranza used to build planes like those pictured in the mural in Building 2's lobby. On September 21, Carranza will celebrate 50 years at Grumman. (Photo by Rich Breunig)

Grumman's Research Is Focus Of DoD Review

BETHPAGE, Long Island — Next week, a hundred or so officials from the Federal government are expected to arrive here to grade Grumman's independent research and development (IR&D) projects.

The IR&D on-site review takes place every three years. The 1987 review begins at a reception Monday night and continues through Thursday morning. Attendees will listen to 40 technical briefings in four categories: aeronautics, systems sciences, structures and materials, and product improvement/advanced technology. While all these presentations will be held at Grumman Headquarters, there will also be tours of laboratories throughout the Bethpage complex.

The visitors will mainly be from the Department of Defense and the four Armed Services. However, they will also include representatives of the National Aeronautics and Space Administration, the Department of Energy, and other government agencies.

The research projects to be covered are all independent in the sense that they are not tied to current production contracts. Such research often leads to technologies that the government uses in its aircraft, electronics, and computer systems.

"Typically, a technology is pursued for five to 15 years before we start winning development contracts," says Ric Trotta, director of Development Resources. "For instance, our space based radar efforts have been in progress for over 10 years, and we are just starting to win the first phase development contracts."

Trotta points out that while Grumman is truly independent, able to select its own roster of IR&D programs, the object is to satisfy a government need. Each year, the company submits to the DoD and other agencies a technical plan summarizing its research activities and goals. Every three years, it hosts an on-site review.

"We view the on-site review as an opportunity to have extensive dialogue with our customers, to get feedback on what we're doing and whether it is what they need," says Trotta. "They're the ones who allocate contracts in the future."

"You can send them a paper about your innovation," says Trotta, "but it's so much more effective if they come to Grumman and see it in action."

IR&D on-site reviews are a fact of life in the defense industry. The rules say a company's review must cover 35 percent of its IR&D projects. However, the Grumman 1987 review will cover over 60 percent.

In addition to the government investigators, Grummanites from off Long Island will be among the visitors. They include people from the Tachonics Corporation,

Plainsboro, New Jersey; the Melbourne Systems Division in Florida; the Space Systems Division in Irvine, California; and Grumman field sites.

The program will differ in several ways from the 1984 on-site review. For example, since then the company has reorganized and several new technical divisions have been formed, such as Melbourne Systems.

Thursday, the government evaluators brief Grumman on the results of their review. Each project is scored on a scale from one to 10. The score is based on progress, time and money spent, application, and other factors. Grumman's final scores help determine how much IR&D funding the company will receive in the next three years.

"Quality research is the lifeblood of the company," says Trotta. "Our philosophy is to expose as broad a spectrum of our activities as we can. We want to learn from this. It sounds like motherhood, but it pays off in the long run." ■

V-body Trucks Boost Olson Dealership Network

In the process of signing dealers to take on the V-body line, Grumman Allied has raised its number of dealers handling Olson trucks from 39 to over 500.

"We had expected a substantial expansion of our dealers, but not that big," says Sam Rozzi, president of the Olson unit of Grumman Allied.

These V-body delivery vehicles are a cost-competitive version of Olson's Kurbette. Kurbette has the chassis, and driver and engine compartment of a van. But the portion of the van body behind the driver's seat is removed and replaced with an enlarged aluminum cargo compartment.

The Kurbette is a top-of-the-line vehicle. The V-Series was engineered from the chassis up to keep quality high while offering a vehicle that is priced low enough to be attractive to the biggest segment of the market.

"The V-Body program for 1987 was right on schedule, until the chassis supply became very tight," says Rozzi. "We consider it a successful program, but it's not going as fast as we expected. We're building at a rate of about 50 percent of what we planned because of the reduction in chassis deliveries from our suppliers."



Business At Hand. Haywood Hammond, manager of minority business for Grumman's Procurement Department, looks through files of queries from small and minority business owners. The department is now conducting ethics seminars. (Photo by Bob Settles)

Ethics Seminar Helps Procurement People Avoid Problems In Dealing With Suppliers

A common answer to the question, "Why did you break the law?" is "I didn't know what I did is illegal." This is not the case at Grumman.

The Procurement Department is now conducting ethics seminars for the 700 procurement people throughout Grumman. The procurement program is part of an ethics awareness campaign going on throughout the corporation and the defense industry. Grumman is one of 50 companies to sign the Defense Industry Initiatives on Business Ethics and Conduct.

Grumman's own Code of Business Conduct spells out what the government and the company consider wrong. However, the Defense Industry Initiatives require businesses to conduct training and communications programs to remind employees of the rules and the penalties for wrongdoing.

"I've worked on Long Island for many years, for four different companies," says Dave Craig, director of systems and policy for Grumman's Procurement Department. "In my opinion, Grumman is ethical. It hires ethical people, and the Procurement Department has review systems in place to make sure we practice what we preach. However, no system provides absolute protection and we must be constantly on the alert for problems."

When people first come to work at Grumman, they get copies of the Code of Business Conduct and

watch a videotape about it. New buyers in the Procurement Department undergo an in-depth training program. The training program makes them fully acquainted with Grumman procurement policies as well as applicable government regulations. There are classes to attend, books to read, homework to complete, and tests at the end of it all.

Buyers for the defense industry must be particularly scrupulous about ethics, for several reasons. Defense contractors are obligated to the U.S. taxpayers to obtain the best goods and services at the best price. The Defense business is always in the public eye.

In the subcontracting world, many ethical issues relate to accepting gifts from suppliers. Unlike other business issues, where the individual may encounter ethical dilemmas that are hard to call, this is a black-and-white situation. On the Federal level, the Copeland Anti-Kickback Act was passed in 1946 and last amended in 1986. It prohibits employees of the government and its contractors from accepting gifts of more than nominal value (\$10). Some states also have anti-kickback laws, including California and New York.

"We let our people know this before they come to work for us," says Craig. "We make it clear that it's dishonest, if you do it you'll get fired, go to jail and pay a fine. Period. That's the way it's been at this company for years."

The criminal penalty is up to 10 years in jail and a \$250,000 fine for an individual, and a \$500,000 fine for the corporation. In addition there are civil penalties of twice the amount of the kickback plus \$10,000.

"The prime contractor also can be penalized for the conduct of a subcontractor," says Craig. Subcontractors are now required to have their own ethics procedures and training in place. In comparison with other companies, particularly

in California, there have been no incidents at Grumman.

Procurement's ethics program has so far been conducted in Bethpage and Great River, Long Island; and Melbourne and Stuart, Florida. Programs are also being arranged for the procurement staffs in Milledgeville, Georgia; Glen Arm, Maryland; the Grumman Allied Division and other areas. Follow-up sessions are also planned.

Before each program, copies of the Procurement Policy Manual are distributed to attendees. Afterwards, the attendee's supervisor must get his or her signature on an attendance statement, which goes into the employee's personnel records.

In total, the program lasts about an hour and a half. The session opens with a videotape. The 25-minute videotape includes interviews with contractor employees faced with questions of right and wrong.

In one case, a salesperson picks up the buyer's tab at a restaurant. In another, a buyer is offered baseball tickets. The baseball tickets must be refused. But the commonsense approach to the free restaurant meal is first to offer to "go dutch." If a salesperson still insists on paying, a buyer should make it clear that this treat will be reciprocated. What is important is to make sure the free meal will in no way influence a buying decision.

Craig urges people to go *beyond* the letter of the law. He remembers a government contracting officer receiving a ceramic ashtray in the mail from a salesperson. It was nothing fancy — the standard promotional giveaway. Although accepting it was perfectly legal, the officer promptly mailed it back along with a sharp-toned letter.

"The real issue is, will it influence your judgment?" says Craig. "You also have to consider the judgment of your peers. My best advice is, never accept anything from anybody." ■

Gossip: Even Its Name Hisses

You are playing softball after work and a member of the other team tells you that he heard so-and-so at Grumman was "on the take." Everyone knows, he says. Do you dismiss this as pure gossip? Is it your business to report the Grummanite? What would you say? What would you do?

Howard Dunn, vice president—Audit of Grumman Corporation and chairman of the Business Ethics Committee, responds: "In this situation, there is no right or wrong way to answer or act. How well you know the person who made the comment might affect the way you respond. In fairness to Grumman and so-and-so, we can't allow people to continue to make loose statements regarding Grumman or its employees.

"One way to address this comment might be to say, 'That's a very serious allegation. I'd like the chairman of our Business Ethics Committee to contact you directly to discuss any information you might have to check out the story. I don't want you to give me any details.'

"The type of response you might receive to your comment might be, 'I just heard it said at lunch the other day. I don't know if it's true or not. I guess I shouldn't be passing on rumors like that.' If the person indicates that it's just a rumor he heard, you should ask him not to be passing that type of gossip around. It sometimes turns out that the source of the rumor is some supplier who can't understand why he has not won more business. He assumes he didn't win not because of his price, but because someone else is taking care of one of our buyers. The story gets passed around and comes back to one of our employees.

"If, on the other hand, the person is willing to tell us the basis for the comment, we will check out this information. If there is a reasonable basis for the allegation of improper conduct by one of our employees, we will check it out. If there is something wrong, we want to get to the bottom of it; however, we can't permit people to pass around rumors that reflect on the reputation of Grumman and its employees.

"An alternative would be for you to just report what you heard and from whom to the chairman of the Business Ethics Committee and let him take it from there."

Questions?

If you have a question about business ethics or want to report unethical behavior, contact Grumman Business Ethics Committee Chairman Howard Dunn, (516) 575-3810, Ext. (111) 53810, mail stop A16-GHQ.

One Man's Fight Against Polyaddiction

'If I Hadn't Stopped...I Would Be Dead Now'

For the people who moved there after World War II, Long Island was a long way from the crowds and crime of New York City. Not far enough, perhaps: there in suburbia, Steve, now 33, began using alcohol and drugs in junior high school.

Steve (his name has been changed) quit substance abuse a year and a half ago with help from the Grumman Employee Assistance Program and Alcoholics Anonymous. This is his story.

"When you're not a Bowery Bum, with a bottle in one hand and a needle in another, it's easy to fool everybody," says Steve. "But you can't fool yourself."

Suntanned and wearing a loose-fitting, geometric print shirt, Steve looks like the life of any party. Party he did, abusing a crazy salad of mind-altering substances. He broke his limbs and back in a string of car wrecks and damaged his liver in a bout with hepatitis. He went to jail on two occasions: once for possession of drugs and once for driving while intoxicated.

Baby-boomers were often warned in school of a "domino theory": Smoking marijuana would lead ultimately to other drugs. Steve was one of them. He began smoking marijuana and drinking in junior high school. The course of his drug problem ran almost 20 years, over which Steve got a job at Grumman, married, fathered two sons, and divorced.

Drug counselors have a word for people like Steve: polyaddicts. They swallow, snort, smoke or inject anything they can get their hands on. In Steve's case, the list included marijuana, methalqualone (quaaludes), cocaine and prescription drugs such as valium. He mixed them all with booze.

Steve was addicted both physically and psychologically to multiple substances. This makes polyaddiction more tenacious than a single addiction.

Steve used drugs to escape feelings of anxiety, sadness, anger; feelings that any psychologist will tell you are part of a normal life. Steve says his marriage caused him to rely more on drugs. Rather than initiate a discussion with his wife, he took drugs and eventually forgot what was on his mind. To make matters worse, his wife was a polyaddict, too.

Steve concealed his habit from most of his co-workers, though there were some lunchtime parties with others.

"But I kept it to a minimum," he recalls. "More often I came into work hung over from the night before. Sometimes I didn't come in at all. I'd call in sick or ask for a vacation day."

In 1981, Steve's excessive absenteeism and lateness aroused his supervisor's suspicion. Steve went to the Employee Assistance Program office for counseling, but never admitted that he had a substance abuse problem. Indeed, at the time, he had not admitted it to himself.

"Then I broke my back in a bad motorcycle accident," he recalls. "I spent a year on leave from Grumman, the limit, then I received support for two years from the insurance company of the person who hit me. If anything, you'd think that would make me stop. But I was drinking a quart of booze a day, plus eating

valiums, smoking pot, and doing cocaine."

During this time Steve and his wife split up. He had entered a vicious cycle: his drug use affected how he handled such routine personal affairs as grooming and dressing. "Your self esteem goes 'way down, and that makes you care less about everything," he says. "The day after the hangovers was always the worst. You get so depressed. You really think of killing yourself."

Steve's recovery was a series of false starts.

A sobering incident occurred in 1983. Upon leaving for a weekend in Atlantic City, Steve's father took him aside and admonished him for his drinking and poor work attendance. The father was unaware that the problem also encompassed drug abuse. That was the last time Steve saw his father alive: he died of a heart attack the next night.

"It took a devastating blow like that to

now have members who also have drug problems.

"They gave me a pamphlet that said, 'it's time to get honest with yourself,'" he says. "I realized I had lied to myself and everybody around me for a long time. I pretended everything was under control when it wasn't."

"I listened to the speeches and identified with them," he continues. "When it was my turn to talk, I just blurted out a whole lot of stuff that was bothering me — about my kids, my family, my job. I began crying. Everybody came up and welcomed me, said keep coming back. So I just kept going and I haven't used anything since."

Both A.A. and Narcotics Anonymous stress the member should attend as many meetings as needed; even every night if that's the case. A.A. Intergroup will put a member in touch with a meeting anywhere in the world. Steve attended several meetings while on vacation in the Caribbean.

Steve came to the realization that drugs were only a symptom of a deeper rooted psychological problem, called the addictive personality.

"Addiction includes not only alcoholics and drug addicts, but compulsive gamblers, overeaters, sex-a-holics," he says. "There even are compulsive shoppers. They need an escape, they are afraid of their feelings, of hurting. The addiction provides them with comfort." Steve has not turned into a monk, however; he still smokes cigarettes.

Steve says kicking the drug habit had an immensely beneficial impact on his work performance. "I was almost fired a few times," he recalls. "I appreciate the fact that I have had really good bosses, who knew I needed help and didn't give up on me. So I made an extra effort to work hard — in fact I've become a workaholic. Recently I got a promotion."

Steve enrolled his two sons, now 6 and 8, in a counseling program for the children of substance abusers. To get his ex-wife to rehabilitate herself, he took her to court for custody. The judge awarded Steve temporary custody and the ex-wife began treatment.

"Everybody around you is affected," he says. "They're my children and I've screwed them up good. This is a way I can help them get back what they lost."

Steve has become a crusader of sorts: he speaks to A.A. groups, other drug prevention societies, schools, hospitals, mental health groups. "All this helps keep me sober and clean," he says.

He also took a course to become a peer counselor, and has counseled several Grummanites seeking help.

"I try to get them to face three facts: jail, insanity, death...or recovery," he says. "I know because I've been there. If I hadn't stopped

drinking and drugging when I did, I would be dead now."

How can managers tell if an employee has a drug problem?

In early stages of any chemical dependency, most people can perform satisfactorily at work. It can go unnoticed for other reasons. The outward signs are often subtler than alcoholism.

Grumman tells supervisors to take note of drastic changes in behavior. This could be an easygoing person who becomes involved in conflicts with co-workers, supervisors, and outsiders. For more information, call the Grumman Employee Assistance Program at Ext. (111) 5-HELP (516-575-4357).■



motivate me," he says. "For awhile, I tried to control my addiction, such as only drinking on the weekends. It took me another three years to realize that I couldn't control it."

He also was forced to attend driving classes when he lost his license as the result of driving while intoxicated. He reached the breaking point in January of 1986. Steve went on a Saturday night binge, and woke up hung over the next day, facing his two children, there for a Sunday visit.

The final push came on Monday. Steve was still somewhat hung over when he arrived at work. A friend and co-worker who was a recovering alcoholic convinced Steve to attend Alcoholics Anonymous. Many A.A. chapters

Where's My Grumman World?

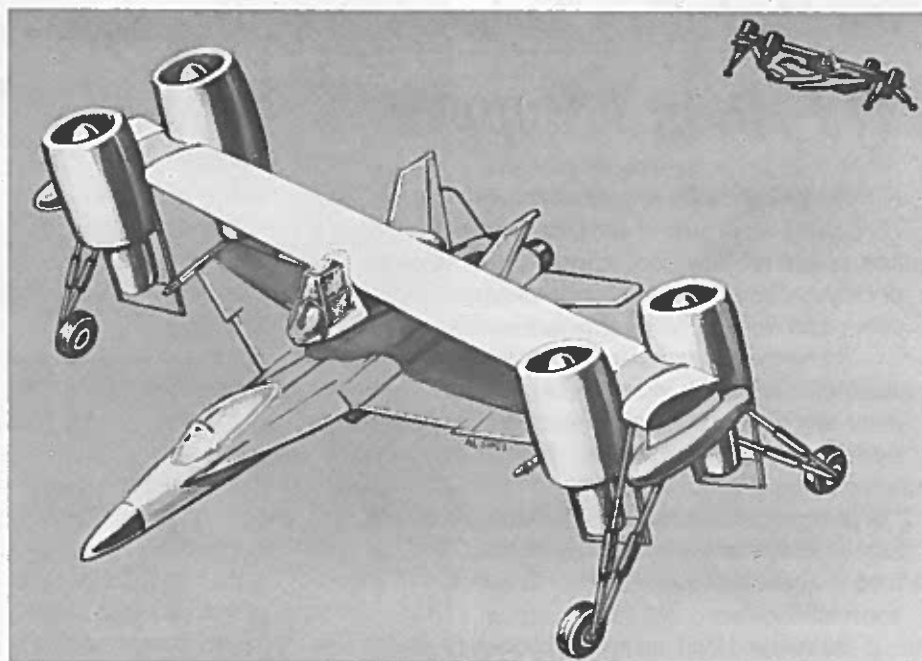
As with any publication, distribution can be a problem and *Grumman World* is not immune to snarls in its distribution system.

The corporate newspaper is published twice a month on the second and fourth Fridays. Due to holidays, sometimes this schedule slips.

All Long Island sites receive the paper through the mail rooms on the day it's published. If your department is not receiving enough copies, contact your local mail room.

Grumman World is shipped via Parcel Post to all other Grumman locations. Normal delivery takes about two to three days. If your facility is not receiving enough copies or the delivery is late, please call Bernadette Gately, (516) 575-4334.

All retirees receive their papers via bulk-rate mail. Delivery can range from three to 10 days depending upon the Postal Service. If you are a retiree who recently moved, please write to us and enclose your new and old address. Please include your new and old ZIP codes. Our address is *Grumman World*, A22-GHQ, Grumman Corporation, 1111 Stewart Avenue, Bethpage, N.Y. 11714. It usually takes six weeks to incorporate a change in the mailing list.



'Skyhook.' This flying launcher-retriever could carry aircraft to and from hard-to-reach places. It was invented by Grummanite August Sarrantonio. (Drawing by Al Sipos)

Don't Forget To File A New W-4

The new tax law requires that you submit a new W-4 form to Grumman before October 1, 1987.

If you do not file a new W-4 or the simpler W-4A form by the deadline, Grumman must withhold taxes from wages as if you are either single claiming one withholding allowance or married claiming two allowances — depending on whether you checked the "single" or "married" box on your most recent W-4 on file.

Although you must complete the new W-4 form before October 1, it is important that you complete it as soon as possible since you may be significantly affected by the new tax law. Your withholding — plus any estimated tax payments — should closely match your tax liability for the year.

The new W-4A form includes a simple worksheet which will help you determine the number of withholding allowances you should claim.

These forms are available at all Employee Services offices; you should mail your Grumman-supplied W-4A or W-4 form as soon as possible to Personnel Records, E09-GHQ. If you do not use the Grumman-supplied form, it can not be processed by Personnel Records and will be returned to you for additional information.

Sarrantonio Patents Unusual Flying Machine

"My pet name for it is Skyhook," says Grummanite August Sarrantonio about his invention, which recently received U.S. Patent no. 4,678,141.

The invention is a flying launcher-retriever that piggybacks aircraft to and from hard-to-reach places. The invention only exists as a series of documents and drawings — there has never been a three-dimensional mockup made.

Like a vertical takeoff and landing (VTOL) aircraft, the vehicle could take off like a helicopter, then cruise forward like an aircraft. It

could carry any conventional fixed-wing plane to a minimum airspeed, and then launch it. It could also rendezvous with an airborne plane, bringing it in for a vertical landing.

A vehicle that takes off and lands vertically doesn't need much of a runway. But an advantage of Sarrantonio's Skyhook is that it could work with a wide range of aircraft. A simple adapter would enable an aircraft to mate with the hook on the launcher-retriever.

Sarrantonio likens the Skyhook to the tugboats that guide large ships into and out of crowded harbors. Now group leader for flight controls on the A-6F program in Melville, Long Island, Sarrantonio worked in Advanced Development when he came up with this invention.

"This just occurred to me as one more application for the VTOL concept," he says. "People are always trying to get airplanes into tough places."

Along with another Grummanite, Sarrantonio earned a previous patent in the 1960s — a mechanical autopilot system for a hydrofoil. ■



Welcome Back. Building 4 in Bethpage is the home of the E-2C Hawkeyes. But, before the Hawkeye came along, S-2 Trackers like this one flew over the Bethpage complex. On August 21, five Trackers belonging to Canada's 880th Maritime Reconnaissance Squadron returned to Bethpage for a visit after a 10,000 mile, cross-Canada 'Sovereignty Flight.' The flight commemorated 30 years of S-2 service with the squadron. (Photo by Walt Hudson)

Retiree Obituaries

Joseph P. Bujnicki of Wading River Manor Rd., Wading River, N.Y., died August 15, 1987. He retired in 1980.

William J. DeVall of 115 Little Planes Rd., Huntington, N.Y., died August 7, 1987. He retired in 1987.

Humbert R. Fuentes of 109 Hendricks Ave., Bellmore, N.Y., died August 10, 1987. He retired in 1983.

Frank Goldsmith of 2055 Bergen St., Bellmore, N.Y., died August 10, 1987. He retired in 1984.

George C. Hennings of 42 Troon Way, Aiken, South Carolina, died August 9, 1987. He retired in 1973.

Harold J. Manning of Cooper St., Farmingdale, N.Y., died May 26, 1987. He retired in 1985.

Anthony Marshut of Soundview Ave., Southold, N.Y., died August 21, 1987. He retired in 1977.

Charles Vejvoda of 47 Vereen Circle, North Myrtle Beach, South Carolina, died August 12, 1987. He retired in 1977.

Medical Department To Offer CPR Courses

When a person collapses from full cardiac arrest, the heart and lungs stop. In four minutes the brain begins to die. In 10 minutes the brain is dead.

When CPR — cardiopulmonary resuscitation — is started within four minutes, the victim's chances of leaving the hospital alive are four times greater than those of a victim who does not receive CPR until after four minutes.

A person who is trained in CPR can keep the heart attack victim's brain alive until his heart and lungs begin working properly again. "It keeps the organs viable to be brought back to life," said Bruce Depping of the American Heart Association.

Each year 540,000 people die from heart attacks. Half of those people die outside of hospitals, at home or in the workplace. "The more people that are trained in CPR, the greater the chance of survival for a heart attack victim," says Depping.

Grumman is co-sponsoring CPR courses with the American Heart Association at several company locations this year. Over 50 Grummanites recently attended an evening CPR course at Great River Operations on Long Island.

Starting September 21, the Grumman Medical Department will be offering the CPR courses on Mondays from 4:30 to 7:30 p.m. To register for this course, Grummanites should fill out the form on this page and mail it to C08-GHQ.

One of the participants in the CPR course at Great River was Marianne Varlaro of Electronics

Systems. Many of her family members have died from heart attacks, and she wanted to be prepared.

"I would have given anything to have had the ability to try and save my parents lives. I was helpless," said Varlaro.

During the three-hour course, a Heart Association representative pointed out some of the common warning signs of a heart attack: chest tightness, shortness of breath, sweating and fatigue. "However," said Depping, "sometimes the symptoms start as early as two hours before the attack, and can begin as a toothache.

"The people around the victim at the time of the attack are the first line of defense," said Depping. "The sooner it can be detected that someone is having a problem, the greater the chance of saving that person's life. "Sometimes just a 'Hey, you feeling ok?' may get the person thinking maybe he does need help."

Accessing the emergency system in the area is also very important. Knowing where emergency telephone numbers are for ambulances and police can be life saving. "The system won't work unless someone makes that call," says Depping.

Grummanite Catherine Devine also attended the class to prevent the bad experience she had with her 14-month-old son from ever happening again. He had been born with a hole in his heart and for seconds at a time could not breath. "One day he just stopped breathing and passed out. He was totally blue and I panicked," said Devine. "I



It's Worth The Time. At a recent heart safety course given at Great River, Grummanites watch the American Heart Association representative demonstrate the CPR method. (Photo by Bob Sagliocca)

tried to revive him the best way I could, but I really didn't know the proper CPR method."

By incorrectly applying CPR, she badly bruised her son. He also had to undergo extensive brain damage testing because he was unconscious for so long. Luckily, there was none.

However, Depping was quick to say that "a little CPR is always better than no CPR. You have nothing to lose by trying whatever you know. The victim may lose his life if you don't."

Whether it is a heart attack, or someone choking, there are three main objectives to CPR: opening the airways for breathing, starting the breathing, and artificially circulating the blood. The students in the course are taught these procedures and practice them on mannequins.

When the course is completed, participants are certified by the American Heart Association in the "One Man Rescue Program."

Additional CPR courses will be conducted at off-Long Island sites later this year and next. For more information, call Ada Colter, Ext. (111) 53723.■

CPR Tops The List

In January, a survey was conducted at 26 Grumman First Aid offices to try to determine what health services Grummanites would like the company to offer. CPR — cardiopulmonary resuscitation— was a strong winner.

The Grumman Medical Department is responding by offering a course in CPR starting September 21 on Monday evenings at 4:30 p.m. The site for the classes will be announced later this month.

The three-hour course will cover the signs and symptoms of a heart attack with brief instruction in anatomy and physiology. Techniques in administering CPR will be taught through demonstrations.

After the students pass a written test in CPR and demonstrate the method correctly, they will be certified by the American Heart Association in the "One Man Rescue" portion of the Heart Saver Program.

If you are interested in attending a CPR class, fill out the form below and mail it to Ada Colter, C08-GHQ. Class size is limited. For further information, call Colter at Ext. (111) 53723.

Name.....

Badge No.....Bldg.....Ext.....

I'd like to sign up for the following course:

☐ September 21	☐ September 28
☐ October 5	☐ October 12
☐ October 19	☐ October 26
☐ November 2 (Calverton)	☐ November 9 (Great River)

Mail to A. Colter, C08-GHQ

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
A-6F Flight (Pg. 1)	☐	☐	☐	☐
EIP Withdrawals (Pg. 2)	☐	☐	☐	☐
IR&D Review (Pg. 3)	☐	☐	☐	☐
Procurement (Pg.4)	☐	☐	☐	☐
Drug Addiction (Pg. 5)	☐	☐	☐	☐
CPR Classes (Pg. 7)	☐	☐	☐	☐

Suggestions For Future Articles:.....

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Comments About This Issue:.....

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Name.....

(Required If You Wish A Reply) Ext.....

Division.....

Mail to: Grumman World, A22-GHQ

Personnel Sponsors Two Fairs

Health Fair and Dependent Care Fair to be held in Sept.

This month, Grumman Personnel will sponsor two fairs for all Grummanites. The annual Health Fair will be held September 28 and 29; the new Dependent Care Fair will take place September 30-October 1. Grummanites can stop by the exhibits from 11:30 a.m. to 4 p.m. each day on the concourse of the headquarters building in Bethpage.

At the Health Fair, representatives of many health organizations will be available to outline the services and programs they offer. Among those who will have booths will be the Suffolk County Respite Care Association, the Sickle Cell Project, American Diabetes Association, and the Multiple Sclerosis Society. In addition, free blood pressure checks will be given.

The Dependent Care Fair will have the American Association of Retired Persons, the Nassau County Department of Senior Citizen Affairs, the Foster Grandparents Association, the Suffolk County Day Care Council and many other organizations on hand.

Always Room For More

Even if you couldn't make yesterday's volunteer tutors' meeting at Grumman headquarters, it doesn't mean you can't use your education to help someone learn to read.

You or members of your family can call Ann DuPrey of the Literacy Volunteers of America at her Nassau County number, (516) 486-2789, to offer your services as tutors. If you live outside Nassau and Suffolk, consult your local White Pages under Literacy Volunteers.

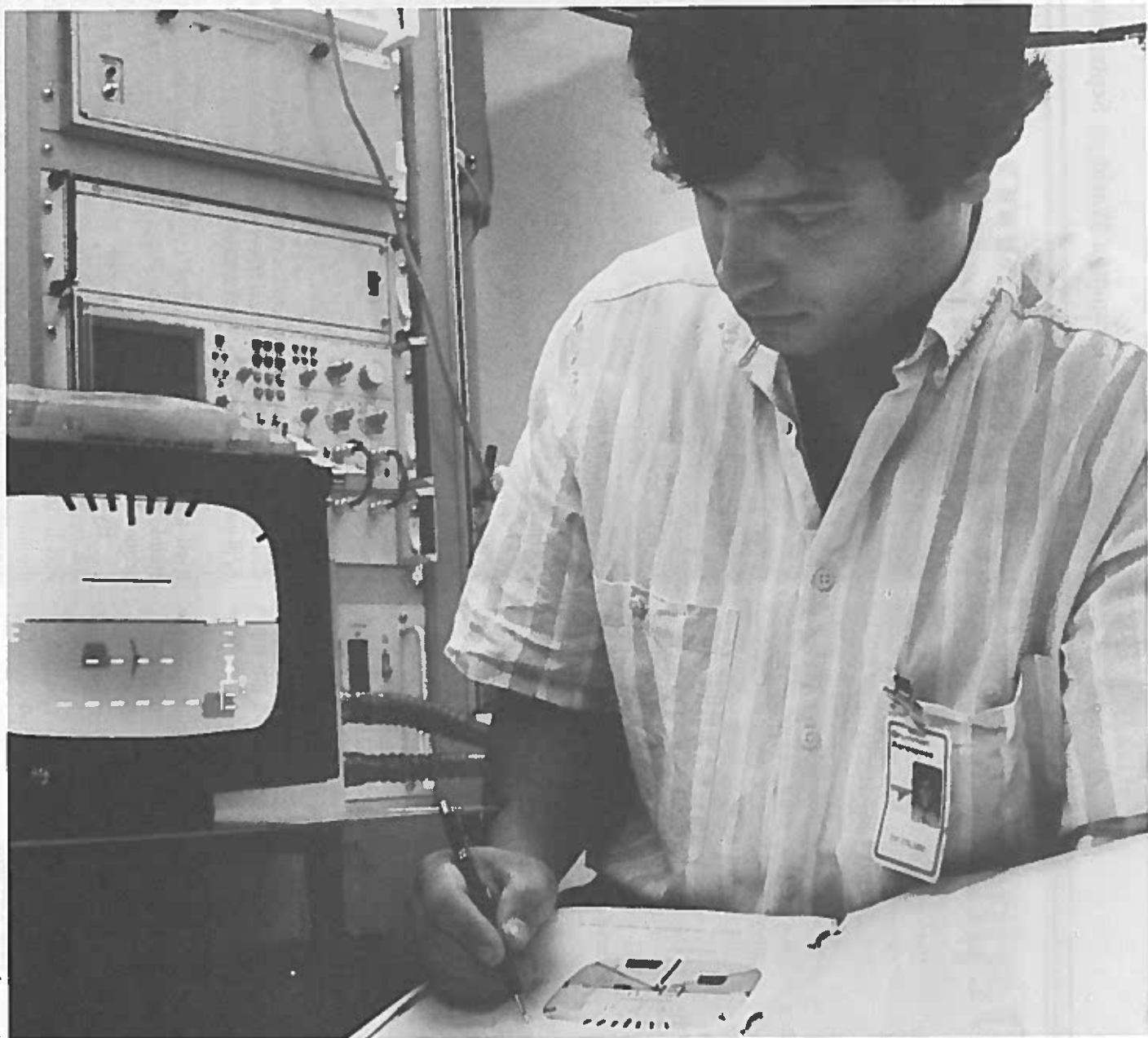
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(Photo by Bob Settles)

Looking For Trouble

In Melville, Long Island, Electronics Systems engineering aide Tom Italiano analyzes a new test program set for an A-6E analog display indicator. This computer program controls a RADCOM automatic tester as it probes for broken components in a piece of avionics hardware.

Originally designed to test the radar and

communications gear on the E-2C, Grumman RADCOMs (Radar Communications) automatic testers can be adapted to test other systems by changing the test program sets. In the near future, Navy technicians aboard carriers will use a Grumman RADCOM to trouble-shoot the A6E analog display indicator.